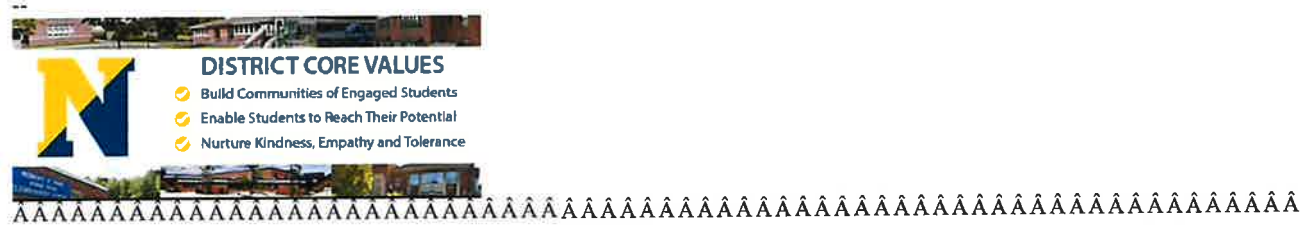


Date : 3/29/2022 2:42:36 PM
From : "John Provost"
To : "Regina Ryan"
Subject : Signed Engagement Letter
Dear Regina,

Please see attached.

JP





DISCRIMINATION AND HARASSMENT SOLUTIONS LLC

March 28, 2022

Dr. John A. Provost
Superintendent
Northampton Public Schools
212 Main Street 2nd Floor
Northampton, MA 01060

Dear Superintendent Provost,

DHS is pleased to have the opportunity to conduct an investigation for Northampton Public Schools. This letter is intended to confirm the terms of the services that will be provided by DHS, to the Northampton Public Schools.

1. **DESCRIPTION OF SERVICES:** DHS, will provide the Northampton Public Schools the following services:

Investigate complaints against Lori Vaillancourt. Regina Ryan will interview necessary witnesses, review all relevant documentation, and prepare a comprehensive investigative report containing findings of fact.

2. **HOURLY FEE:** The Northampton Public Schools agrees to pay for the investigative services at a rate of \$250.00 per hour. Travel time will be billed at \$125.00 an hour.
3. **PAYMENT:** Payment shall be made to DHS in the full amount within 30 days of receipt of the investigative report.
4. **TERM:** The Northampton Public Schools has the right to terminate the services at any time. DHS has the same right, subject to a professional and ethical obligation to give reasonable notice to arrange for alternative services.
5. **RELATIONSHIP:** The services performed by DHS shall be as an independent contractor and not a partnership, joint venture, agency relationship or otherwise.



DISCRIMINATION AND HARASSMENT SOLUTIONS LLC

6. **CONFIDENTIALITY:** DHS treats all aspects of the relationship as confidential and will sign appropriate non-disclosure agreements if requested.
7. **DISCLAIMER:** Regina Ryan is an attorney, however, when performing investigative services, she is not engaged in an attorney client relationship with the Northampton Public Schools.

Please acknowledge receipt of this letter and the School's agreement with the terms and conditions set forth by signing below. Note that this letter does not obligate the School in any way to contract with DHS for services, instead it defines the terms and conditions in the event the School chooses to engage DHS.

Northampton Public Schools

By (Printed Name): John Poust

Signature: 

Title: Superintendent Dated: 3/25/22
Schools

JP

On Mon, Mar 28, 2022 at 3:37 PM Regina Ryan <rryan@dhsworks.com> wrote:

Good afternoon,

Attached please find the engagement letter

Thank you,

Â

Regina M. Ryan

President/Owner

Discrimination and Harassment Solutions LLC

781 910 0820

Â

[illegible]



DISCRIMINATION AND HARASSMENT SOLUTIONS LLC

March 28, 2022

Dr. John A. Provost
Superintendent
Northampton Public Schools
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Northampton Public Schools

By (Printed Name): _____

Signature: _____

Title: _____ Dated: _____



Date : 6/3/2022 2:05:56 PM

From : "Regina Ryan"

To : "John Provost"

Subject : Investigation

Superintendent Provost,

When you get a chance can you please give me a call. 781 910 0820

Thank you,

Regina M. Ryan

President/Owner

Discrimination and Harassment Solutions LLC

781 910 0820

Date : 6/3/2022 4:02:30 PM

From : "Tracy Harrity"

To : "Regina Ryan"

Cc : "John Provost"

Subject : Re: Interview

Good afternoon, Rebecca!

John is available on Monday, June 6th from 12:30-4:00 pm and Tuesday, June 7th from 12:30-2:30 pm.

Tracy Harrity

Executive Assistant to the Superintendent, Northampton Public Schools

413.587.1315 | 413.587.1318 | www.northamptonschools.org

tharrity@northampton-k12.us

212 Main Street - Room 200 - Northampton, MA 01060



On Fri, Jun 3, 2022 at 4:00 PM Regina Ryan <ryan@dhsworks.com> wrote:

Tracy,

I spoke with John today about scheduling his interview for next week. Is he available on Monday or Tuesday afternoon? It won't take more than an hour.

Please let me know.

Thank you,

^

Regina M. Ryan

President/Owner

Discrimination and Harassment Solutions LLC

781 910 0820

^

Please consider the environment before printing this email.

Remember when writing or responding to email, the Massachusetts Secretary of State has determined that e-mail is a public record. All electronic messages sent from the Northampton Public Schools are archived in conformance with Massachusetts and Federal Public Records law.

Date : 6/3/2022 4:00:07 PM

From : "Regina Ryan"

To : "John Provost" , "Tracy Harrity"

Subject : Interview

Tracy,

I spoke with John today about scheduling his interview for next week. Is he available on Monday or Tuesday afternoon? It won't take more than an hour.

Please let me know.

Thank you,

Regina M. Ryan

President/Owner

Discrimination and Harassment Solutions LLC

781 910 0820

Date : 3/23/2022 8:26:30 AM
From : "Tracy Harrity"
To : "Regina Ryan" , "Linda Berrios"
Cc : "John Provost" , "Layla Taylor" , "Gina-Louise Sciarra"
Subject : Re: Investigation
Attachment : image001.jpg;image002.png;image003.jpg;image004.jpg;
Good morning. All!

Thank you for your replies.
I have scheduled this ZOOM meeting for Friday, March 25th at 10:30 am and will also send a calendar invitation:

Time: Mar 25, 2022 10:30 AM Eastern Time (US and Canada)
Join Zoom Meeting
<https://us06web.zoom.us/j/82114112400>
Meeting ID: 821 1411 2400
Passcode: 12345
One tap mobile
+13017158592,,82114112400#,,, *12345# US (Washington DC)
Dial by your location
+1 301 715 8592 US (Washington DC)
+1 301 715 8592 US (Washington DC)

Have a wonderful day!

Tracy Harrity
Executive Assistant to the Superintendent
Northampton Public Schools
212 Main Street - Room 200
Northampton, MA 01060
413-587-1315 Phone
413-587-1318 Fax
<http://www.northamptonschools.org/>

On Tue, Mar 22, 2022 at 8:55 PM Regina Ryan <rryan@dhsworks.com> wrote:

Thursday morning from 8:30 -9 or after 4:00 works for me or Friday in the morning.

Thank you,

Regina Ryan

From: Tracy Harrity <tharrity@northampton-k12.us>
Sent: Tuesday, March 22, 2022 2:37 PM
To: John Provost <jprovost@northampton-k12.us>
Cc: Layla Taylor <Layla.Taylor@sullivanandhuyes.com>; Regina Ryan <rryan@dhsworks.com>; Gina-Louise Sciarra <g-sciarra@northamptonma.gov>
Subject: Re: Investigation

Good afternoon, Attorney Taylor, Attorney Ryan, and Mayor Sciarra,

Superintendent Provost is currently available on Thursday and Friday.

Please let me know what day or time may work best for folks and I would be happy to schedule a zoom meeting.

Warm regards,

Tracy Harrity

Executive Assistant to the Superintendent

Northampton Public Schools

212 Main Street - Room 200

Northampton, MA 01060

413-587-1315 Phone

413-587-1318 Fax

<http://www.northamptonschools.org/>

Date : 3/22/2022 12:02:32 PM

From : "Regina Ryan"

To : "Layla Taylor" , "John Provost"

Cc : "Gina-Louise Sciarra"

Subject : RE: Investigation

Attachment : image001.jpg;image002.png;image003.jpg;image004.jpg;

Good afternoon,

I could do today from 1:30 – 3:00 or tomorrow from 8:30 – 10:00.

If not, Friday all day.

Please let me know.

Thank you,

Regina Ryan

Date : 4/12/2022 12:32:55 PM
From : "Tracy Harrity"
To : "John Provost"
Cc : "Regina Ryan" , "Layla Taylor" , "Gina-Louise Sciarra"
Subject : Re: Complaints Concerning Principal Vaillancourt
Attachment : ~WRD0000.jpg;
Good afternoon, Attorney Ryan,

Would Friday, April 15th at 12:30 pm be convenient for you to speak to Superintendent Provost?

Tracy Harrity
Executive Assistant to the Superintendent, Northampton Public Schools

413.587.1315 | 413.587.1318 | www.northamptonschools.org
tharrity@northampton-k12.us
212 Main Street - Room 200 - Northampton, MA 01060



On Mon, Apr 11, 2022 at 5:17 PM John Provost <jprovost@northampton-k12.us> wrote:
Dear Regina,

Thank you for getting back to me. I will have Tracy set up a time for us to talk.

JP

On Mon, Apr 11, 2022 at 4:42 PM Regina Ryan <ryan@dhsworks.com> wrote:

Good afternoon,

I am available Wednesday morning before 10:00 or Thursday and Friday afternoons.

Please let me know what works for you.

Thank you,

Regina Ryan

Â

Dear Regina,

JP

 \hat{A} 

Dear Regina,

JP

On Fri, Apr 29, 2022 at 12:02 PM Regina Ryan <ryan@dhsworks.com> wrote:

 \hat{A}

Subject:

 \hat{A} \hat{A}

- Caregiver of [REDACTED] Notice -

 \hat{A} \hat{A}

—

 \hat{A} \hat{A}

Remember when writing or responding to email, the Massachusetts Secretary of State has determined that e-mail is a public record. All electronic messages sent from the Northampton Public Schools are archived in conformance with Massachusetts and Federal Public Records law.



DISTRICT CORE VALUES

- ✓ Build Communities of Engaged Students
- ✓ Enable Students to Reach Their Potential
- ✓ Nurture Kindness, Empathy and Tolerance



Date : 5/18/2022 9:32:32 AM
From : "John Provost"
To : "Regina Ryan"
Cc : "Tracy Harrity"
Subject : Re: Investigation
Attachment : image001.jpg;
Okay. I will connect with you later today.

JP

On Wed, May 18, 2022 at 8:27 AM Regina Ryan <ryan@dhsworks.com> wrote:

Good morning,

I have a follow up interview with the [REDACTED] at 9:15 on Zoom. After that I am free.

Regina

Â

From: John Provost <jprovost@northampton-k12.us>
Sent: Wednesday, May 18, 2022 8:14 AM
To: Regina Ryan <ryan@dhsworks.com>
Cc: Tracy Harrity <tharrity@northampton-k12.us>
Subject: Re: Investigation

Â

Dear Regina,

Â

I am covering at NHS today. [REDACTED] told me you were [REDACTED] If you are on site, we can connect in person. Otherwise, I can find an office to call you from. Please advise.

Â

JP

Â

On Wed, May 18, 2022 at 7:13 AM Regina Ryan <ryan@dhsworks.com> wrote:

John,

Can you give me a call today to discuss? I am open all day after 11:00 AM. 781 910 0820

Thank you,

Regina

Â

Date : 6/3/2022 4:30:37 PM

From : "Regina Ryan"

To : "Tracy Harrity" , "John Provost"

Subject : Interview of Superintendent Provost

Regina Ryan is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

Date : 6/3/2022 4:00:07 PM

From : "Regina Ryan"

To : "John Provost" , "Tracy Harrity"

Subject : Interview

Tracy,

I spoke with John today about scheduling his interview for next week. Is he available on Monday or Tuesday afternoon? It won't take more than an hour.

Please let me know.

Thank you,

Regina M. Ryan

President/Owner

Discrimination and Harassment Solutions LLC

781 910 0820

Date : 3/28/2022 3:02:56 PM
From : "Tracy Harrity"
To : "John Provost"
Cc : "Regina Ryan"
Subject : Re: Draft Announcement
Good afternoon, Attorney Ryan!Â

Are you available at 3:30 pm today to speak to Superintendent Provost?

Warm regards,Â Â

Tracy Harrity
Executive Assistant to the SuperintendentÂ
Northampton Public Schools
212 Main Street - Room 200
Northampton, MA 01060
413-587-1315 Phone
413-587-1318 Fax
<http://www.northamptonschools.org>

On Mon, Mar 28, 2022 at 2:59 PM John Provost <jprovost@northampton-k12.us> wrote:
Dear Regina,

Sure. I will have Tracy set something up.

JP

On Mon, Mar 28, 2022 at 1:57 PM Regina Ryan <rryan@dhsworks.com> wrote:

Do you have time for a quick call to discuss?

Iâ€™m available after 2:30.

Regina

Â

Regina M. Ryan

President/Owner

Discrimination and Harassment Solutions LLC

781 910 0820

Sent from [Mail](#) for Windows

Date : 4/20/2022 1:28:37 PM

From : "Regina Ryan"

To : "John Provost" , "NHS Principal" , "athasnancy@gmail.com"

Subject : RE: Student Union Consent

Attachment : image001.jpg;

Nancy,

I will be coming to Northampton on Thursday April 28, 2022 to conduct interviews. I am hoping that you can assist with the logistics.

As of this time I have confirmed interviews with [REDACTED] I will be speaking with [REDACTED]

[REDACTED] on Friday and expect to set up more interviews. I am also hopeful to schedule [REDACTED]

Please let me know if you are available for a quick call to discuss.

Thank you,

Regina Ryan